

ENVIRONMENTAL PROTECTION AGENCY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/18/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		2,020	3,883	1,208	979	341	8,431	NA
	%	69.6	23.6	46.0	14.5	11.8	4.1	100.0	
2. I have enough information to do my job well.	N		1,719	4,558	1,125	849	174	8,425	NA
	%	74.4	20.3	54.1	13.4	10.1	2.1	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,075	3,376	1,331	1,150	475	8,407	NA
	%	64.6	24.6	40.0	15.9	13.8	5.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		2,595	3,793	1,069	660	308	8,425	NA
	%	75.4	30.5	44.9	12.9	7.8	3.8	100.0	
*5. I like the kind of work I do.	N		3,188	3,839	872	381	132	8,412	NA
	%	83.3	37.5	45.7	10.5	4.6	1.6	100.0	
6. I know what is expected of me on the job.	N		2,333	4,200	1,047	606	212	8,398	NA
	%	77.6	27.6	49.9	12.6	7.2	2.6	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		5,603	2,613	141	37	30	8,424	NA
	%	97.5	66.0	31.5	1.7	0.5	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		3,926	3,696	673	97	22	8,414	NA
	%	90.4	46.3	44.0	8.2	1.2	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		838	3,179	1,457	1,950	966	8,390	27
	%	48.1	10.1	38.0	17.4	23.1	11.5	100.0	
*10. My workload is reasonable.	N		779	4,076	1,468	1,459	636	8,418	13
	%	58.1	9.3	48.8	17.6	17.1	7.3	100.0	
*11. My talents are used well in the workplace.	N		1,276	3,644	1,309	1,347	775	8,351	53
	%	58.6	15.0	43.6	15.8	16.2	9.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		2,634	4,435	818	339	163	8,389	34
	%	84.1	31.0	53.0	9.8	4.1	2.0	100.0	
*13. The work I do is important.	N		3,694	3,651	715	182	96	8,338	35
	%	88.0	43.9	44.1	8.6	2.2	1.2	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,087	3,912	1,158	888	359	8,404	18
	%	71.4	24.8	46.7	13.7	10.5	4.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		1,855	3,684	1,324	903	580	8,346	65
	%	66.4	22.2	44.2	15.9	10.7	7.0	100.0	
16. I am held accountable for achieving results.	N		2,213	4,707	1,019	307	127	8,373	41
	%	82.3	26.2	56.1	12.3	3.8	1.5	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 15,826

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,648	2,912	1,727	724	721	7,732	676
	%	58.5	21.0	37.5	22.6	9.4	9.5	100.0	
*18. My training needs are assessed.	N		879	2,984	2,136	1,526	751	8,276	116
	%	46.1	10.5	35.6	26.1	18.4	9.4	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		1,525	3,325	1,403	1,341	748	8,342	82
	%	58.1	18.2	39.9	16.9	15.9	9.1	100.0	
*20. The people I work with cooperate to get the job done.	N		2,015	4,298	1,095	684	150	8,242	NA
	%	76.6	24.3	52.3	13.4	8.3	1.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		805	3,162	2,005	1,476	652	8,100	324
	%	48.4	9.7	38.8	24.9	18.4	8.2	100.0	
*22. Promotions in my work unit are based on merit.	N		715	2,488	2,115	1,346	1,127	7,791	636
	%	40.7	9.1	31.7	27.3	17.3	14.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		318	1,653	2,147	1,843	1,447	7,408	1,012
	%	26.1	4.1	21.9	29.2	25.1	19.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		494	2,323	2,243	1,689	1,027	7,776	642
	%	36.0	6.3	29.7	29.0	21.7	13.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		803	2,815	1,887	1,255	1,008	7,768	632
	%	46.3	10.2	36.0	24.4	16.1	13.2	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,767	4,286	1,152	719	404	8,328	67
	%	72.3	20.9	51.5	14.0	8.7	5.0	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,148	3,030	2,481	862	440	7,961	443
	%	51.9	14.0	37.9	31.4	11.0	5.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		3,669	3,498	1,059	129	35	8,390	NA
	%	85.2	43.3	41.9	12.8	1.6	0.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,255	4,819	1,243	667	160	8,144	186
	%	74.3	15.1	59.2	15.5	8.2	2.0	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		825	3,275	1,991	1,404	586	8,081	249
	%	50.3	10.0	40.3	25.0	17.4	7.3	100.0	
31. Employees are recognized for providing high quality products and services.	N		1,032	3,822	1,711	1,042	529	8,136	199
	%	59.4	12.5	47.0	21.2	12.8	6.6	100.0	
*32. Creativity and innovation are rewarded.	N		920	2,988	2,091	1,305	747	8,051	273
	%	48.2	11.2	37.0	26.1	16.2	9.4	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		292	1,429	2,444	2,164	1,323	7,652	671
	%	22.5	3.8	18.7	32.0	28.1	17.4	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,421	3,592	1,734	590	498	7,835	493
	%	63.4	17.8	45.6	22.3	7.6	6.6	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2,195	4,656	912	252	149	8,164	159
	%	83.7	26.7	57.0	11.3	3.1	1.8	100.0	
*36. My organization has prepared employees for potential security threats.	N		1,476	4,544	1,387	540	186	8,133	186
	%	73.5	17.7	55.8	17.3	6.8	2.4	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,232	2,880	1,780	925	886	7,703	630
	%	53.0	15.7	37.3	23.3	12.0	11.7	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		1,754	3,157	1,442	512	596	7,461	858
	%	65.5	23.3	42.3	19.4	6.9	8.2	100.0	
39. My agency is successful at accomplishing its mission.	N		1,571	4,641	1,337	409	155	8,113	146
	%	76.5	19.2	57.3	16.5	5.1	1.9	100.0	
40. I recommend my organization as a good place to work.	N		2,887	3,401	1,311	482	236	8,317	NA
	%	75.2	34.1	41.1	16.0	5.9	2.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		997	2,361	2,321	1,019	686	7,384	949
	%	45.2	13.4	31.9	31.4	13.9	9.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3,228	3,607	768	351	268	8,222	86
	%	82.8	38.7	44.1	9.4	4.4	3.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2,360	3,387	1,241	821	441	8,250	52
	%	69.4	28.2	41.2	15.2	10.0	5.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		1,968	3,238	1,505	924	580	8,215	80
	%	63.0	23.7	39.3	18.5	11.3	7.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		2,028	3,071	1,731	310	309	7,449	842
	%	67.9	26.8	41.0	23.6	4.3	4.3	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		1,669	3,271	1,787	988	529	8,244	51
	%	59.6	20.0	39.6	21.9	12.0	6.6	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,084	3,607	1,406	608	451	8,156	131
	%	69.3	25.0	44.4	17.5	7.5	5.7	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3,154	3,433	945	534	235	8,301	NA
	%	79.2	37.7	41.4	11.4	6.5	2.9	100.0	
49. My supervisor/team leader treats me with respect.	N		3,635	3,230	781	391	259	8,296	NA
	%	82.6	43.5	39.1	9.5	4.7	3.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		2,763	4,197	661	500	161	8,282	NA
	%	83.8	33.2	50.6	8.2	6.1	2.0	100.0	
*51. I have trust and confidence in my supervisor.	N		2,795	2,854	1,336	737	554	8,276	NA
	%	67.9	33.4	34.5	16.2	9.1	6.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		3,172	2,703	1,516	534	364	8,289	NA
	%	70.5	37.9	32.5	18.5	6.7	4.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		706	2,735	2,185	1,605	901	8,132	120
	%	42.0	8.6	33.4	27.0	19.9	11.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,242	3,115	1,918	830	763	7,868	378
	%	55.2	15.6	39.6	24.6	10.5	9.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,261	3,712	1,703	663	466	7,805	439
	%	63.5	15.9	47.5	21.8	8.5	6.1	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,057	4,058	1,673	913	464	8,165	77
	%	62.4	12.7	49.6	20.5	11.3	5.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,024	3,911	1,786	692	368	7,781	458
	%	63.1	13.0	50.1	23.0	9.0	4.9	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		924	3,294	1,885	1,228	665	7,996	234
	%	52.6	11.4	41.2	23.5	15.5	8.4	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,130	3,578	1,720	991	565	7,984	213
	%	58.8	14.1	44.7	21.6	12.6	7.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		1,674	2,904	2,002	762	600	7,942	291
	%	57.2	20.6	36.6	25.4	9.7	7.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		1,314	2,929	1,921	1,072	820	8,056	80
	%	52.6	16.0	36.6	24.0	13.3	10.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,248	3,062	1,926	600	480	7,316	914
	%	58.5	16.8	41.7	26.7	8.2	6.6	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		1,240	3,440	1,789	1,321	429	8,219	NA
	%	56.6	14.8	41.8	21.9	16.3	5.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		914	3,200	2,050	1,571	494	8,229	NA
	%	49.5	10.8	38.7	25.0	19.3	6.1	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,350	3,265	1,750	1,250	602	8,217	NA
	%	55.8	16.1	39.7	21.4	15.3	7.5	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		715	2,799	2,513	1,542	643	8,212	NA
	%	42.4	8.6	33.8	30.9	18.7	7.9	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		808	2,345	2,394	1,670	987	8,204	NA
	%	38.0	9.6	28.4	29.4	20.4	12.2	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		1,134	3,374	2,134	1,134	433	8,209	NA
	%	54.3	13.5	40.8	26.5	13.8	5.3	100.0	

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*69. Considering everything, how satisfied are you with your job?	N		2,081	3,801	1,270	745	312	8,209	NA
	%	71.2	25.0	46.2	15.7	9.3	3.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,316	3,882	1,045	686	284	8,213	NA
	%	75.3	27.9	47.4	12.9	8.4	3.5	100	
71. Considering everything, how satisfied are you with your organization?	N		1,583	3,849	1,524	885	375	8,216	NA
	%	65.6	18.8	46.8	18.9	10.9	4.7	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		1,673	2,750	556	347	1,003	1,738	8,067
	%	16.6	21.1	33.5	7.0	4.2	12.4	21.9	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		1,976	2,488	1,418	664	389	6,935	1,247
	%	64.1	28.1	35.9	20.7	9.6	5.6	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		3,266	2,967	809	226	115	7,383	807
	%	84.2	43.4	40.8	11.1	3.1	1.5	100.0	
75. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?	N		1,917	2,947	1,586	348	147	6,945	1,248
	%	70.2	27.4	42.9	22.8	4.9	2.1	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		743	1,492	1,815	149	91	4,290	3,904
	%	51.7	16.9	34.7	42.7	3.5	2.1	100	
77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?	N		296	483	1,774	197	119	2,869	5,323
	%	27.2	10.2	17.0	61.8	6.9	4.2	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		188	479	1,899	187	107	2,860	5,320
	%	23.6	6.6	17.0	66.1	6.5	3.7	100	

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79. Where do you work?	N	%
Headquarters	2,922	36.1
Field	5,179	63.9
Total	8,101	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	6,050	73.7
Team Leader	990	12.1
Supervisor	702	8.6
Manager	294	3.6
Executive	170	2.1
Total	8,206	100

*81. Are you:	N	%
Male	3,838	47.0
Female	4,326	53.0
Total	8,164	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	493	6.1
No	7,584	93.9
Total	8,077	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	77	1.0
Asian	443	5.6
Black or African American	1,319	16.7
Native Hawaiian or Other Pacific Islander	25	0.3
White	5,797	73.5
Two or more races	223	2.8
Total	7,884	100

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84. What is your age group?	N	%
25 and under	78	1.0
26-29	326	4.0
30-39	1,216	15.0
40-49	2,375	29.4
50-59	2,986	36.9
60 or older	1,110	13.7
Total	8,091	100

85. What is your pay category/grade?	N	%
Federal Wage System	5	0.1
GS 1-6	86	1.1
GS 7-12	2,101	25.7
GS 13-15	5,800	71.1
Senior Executive Service	136	1.7
Senior Leader (SL) or Scientific or Professional (ST)	18	0.2
Other	15	0.2
Total	8,161	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	60	0.7
1 to 3 years	694	8.6
4 to 5 years	418	5.2
6 to 10 years	940	11.6
11 to 14 years	836	10.3
15 to 20 years	1,349	16.6
More than 20 years	3,809	47.0
Total	8,106	100.0

ENVIRONMENTAL PROTECTION AGENCY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/18/2010 to 3/26/2010)

87. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	91	1.1
1 to 3 years	975	12.0
4 to 5 years	529	6.5
6 to 10 years	1,134	13.9
11 to 20 years	2,529	31.0
More than 20 years	2,898	35.5
Total	8,156	100

88. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	6,118	74.9
Yes, to retire	493	6.0
Yes, to take another job within the Federal Government	1,154	14.1
Yes, to take another job outside the Federal Government	161	2.0
Yes, other	242	3.0
Total	8,168	100

89. I am planning to retire:

	N	%
Within one year	282	3.5
Between one and three years	794	9.9
Between three and five years	877	10.9
Five or more years	6,105	75.8
Total	8,058	100